

Competency: PLAN

Frame and clarify goals, and make deliberate plans for how to achieve them. Seek and obtain feedback and assess progress; make adjustments, as needed, to achieve goals.

This rubric contains both domains and individual criteria for the highest level of performance relative to the competency. You may wish to use this as a beginning point for the development of competency-based rubrics that employ kid-friendly language. The goal of this document is to remind you of the “end goal” for each competency, ensuring that the local rubrics you create are calibrated to a high level of rigor.

Domains with Criteria	Highest Level of Performance
RESOURCE GATHERING	
Human Resources	Carefully selects/persuades people who cannot merely implement the plan, but can also leverage the power of their knowledge, networks, or available resources. Builds and sustains relationships with people throughout both the planning and implementation phases of the project.
Informational Resources	Gathers data, research, laws, and regulations relative to the plan. Strategically considers all sources when creating and refining the plan.
Physical Resources	Accurately outlines the space, time, and money required for the successful implementation of the plan.
FEASIBILITY	
Logic/Priority	Develops a plan that follows a logical sequence and is easy to understand. Prioritizes tasks for maximum effect.
Achievable Steps	Chunks stages of the plan into manageable, achievable steps that can be easily communicated to teammates and colleagues.
ALIGNMENT	
Strategic	Develops a plan that builds upon work that has already been conducted. Creates a plan that pinpoints an entry point that moves beyond what has “already been done.”
Goal-focused	Creates a plan that is aligned to clearly articulated project goals. Each step in the plan supports the project goals.
Monitoring	Identifies and defines how the plan will be monitored during the implementation phase. Monitoring methods will provide adequate feedback to teammates and colleagues without stifling the innovation or creativity in the design of the plan. Flexibility is built into the plan to respond to unforeseen challenges.